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ARBITRATION RESUME

EXPERIENCE – Since 1972 served as a Mediator, Factfinder, Arbitrator (interest & grievance) Pub. and Pvt. sectors – issues: shift differential, seniority, o/time, discipline, dismissal, job classification & evaluation, contract interpretation, arbitrability, incentive rates & standards, vacation/leaves, transfer, health & safety. Extensive experience: as Interest Arbitrator - Police/Fire & Factfinder in Education, K-14. Civil litigation, Malpractice (Legal-Medical), Real Estate, Partnerships, Personal Injury, and General Business matters.

INDUSTRIES – Gov't: Local, State, Federal; U.S. Postal Service; aviation/airlines, aluminum, chemical, education, bldg/const, hospital/health, malpractice (legal/medical), paper, retail, steel, sand/gravel, transit/transportation, textile; wood; Interest: Fire & Police.

ARBITRATOR PANELS/CONTRACTS – FMCS; NMB; AAA; Alaska, California, Oregon, Washington, Montana PERB's; Los Angeles Unified Sch. Dist & United Teachers, Administrators, Teamsters; Los Angeles City Emp. Rel. Bd.; U.S.P.S. & National Rural Letter Carriers Assn; U.S. Dept. of Labor & National Council of Field Labor Locals; Union of Needletrades, Industrial & Textile Employees & San Francisco Knitworkers; Metropolitan Water District of Southern CA & AFSCME; National Employment Mediation Service: CA State University & California Faculty Association (Panel of Mediators); Univ. of CA & Coalition of University Employees; National Arbitration Forum; CWA & AT&T; Kindred CA Nursing Home & SEIU Locals 250 & 434B; Washington State Marine Empl. Commission; Alaska Railroad & Transportation Union, Local 1626; ATU 1700 & Greyhound Lines; Lawrence Livermore National Laboratory & Society of Professional Scientists & Engineers.

WORK HISTORY –Arbitrator/Mediator/Factfinder/Attorney, Self-employed, 1971 to present; Dean Empire School of Law, 1990-1997; Partner Law Firm of Henderson, Stark & De Martini, 1973-1983.

EDUCATION AND PROFESSIONAL LICENSES – MA Conflict Resolution, McGregor School, Antioch Univ. (2001); BA CA State Univ. Sacramento (1960); JD Lincoln Univ., San Francisco (1968). California Bar (1971)

PROFESSIONAL ASSOCIATIONS – National Academy of Arbitrators (1978); American, California, Sonoma County Bar Associations; Conflict Resolution Assn; American Arbitration Assn; The Alliance, Cornell Univ.

ALTERNATE DISPUTE RESOLUTION TRAINING – McGregor School, Antioch University, Conflict Resolution, Masters program, Yellow Springs, OH; Advanced Mediation Training, National Academy Of Arbitrators, San Antonio, TX; JAMS/ENDISPUTE programs, Mediating the Litigated Case, & Mediating Complex Cases, Institute for Dispute Resolution, Pepperdine University School of Law, Malibu; Bill Lincoln's, Collaborative Negotiations, Center for Dispute Resolution, Willamette School of Law; Key Bridge Foundation, Mediating ADA Complaints, St. Louis, MO; The Alliance, Mediation of Statutory Empl. Disputes, (EEOC, ADA, Harassment) WA. D.C; AAA Labor Arbitrator II, San Francisco, CA.

HONORS: Listed: 1987, The Best Lawyers in America, designated as one of the top 1% of U.S. Attorneys. Selected as an Arbitrator in 28 U.S. states including Alaska & Hawaii, plus Okinawa, Japan. Served as Mediator in 8 states.

COMPENSATION – Arbitration: collective bargaining matters: \$1,600 per day (6-hr. Hearing), plus travel time, preparation of decision, + expenses. Cancellation Fee: 1 day for each scheduled day without 28-calendar day advance notice. Arbitration/Mediation of: Commercial, Interest, Malpractice, Real Estate, Statutory, Special Master or Court matters & Mediation services: \$360/hr. + travel & expenses, cancellation fee 4 hours without 15 calendar day notice.

LOCALE – Santa Rosa, CA and Seattle, WA.

CITIZENSHIP – United States of America